

**United States Department of the Interior
BUREAU OF LAND MANAGEMENT
National Human Resources Management Center
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In Reply Refer To:
1400-351 (HR-210) P

July 15, 2003

EMS TRANSMISSION 07/15/2003
Information Bulletin No. HR-2003-066

To: Assistant Directors, State Directors, and Center Directors
Attn: Personnel Officers

From: Director, National Human Resources Management Center

Subject: Competitive Areas

DD: 8/15/2003

The Executive Leadership Team defined the competitive areas in 1996. Current competitive areas in some States may need to be reviewed and modified due to changes that have occurred since that date.

Each HR office should review the competitive areas for their organizations to ensure that they meet the definitions provided in Attachment 1. HR offices may supplement these definitions where it makes good business sense, keeping in mind that these decisions may have to stand the test of a third party review. It should be noted that the definition of the competitive area may result in expenditure of funds to move employees from one geographical location to another.

The guidance provided in this IB was previously published in Information Bulletin HR-2000-068 which has since expired. Guidance for defining competitive areas is found in 5 CFR 351.402(b). The definition of local commuting area is found in 5 CFR 351.203.

Competitive areas will be coordinated with the Solicitor's Office as required by Personnel Bulletin 99-4, Subject: Consultation in Reduction-in-Force, dated February 18, 1999. A copy of this bulletin is provided as Attachment 2.

Competitive areas must be reviewed within 30 days of the date of this memorandum.
forward your list of competitive areas to NHRMC, HR-210, by August 15, 2003.

Questions concerning competitive areas and competitive levels should be addressed to
Todd Ryan, (303) 236-6669; email, Todd_Ryan @ blm.gov; or Barbara Morrissey, (303)
236-6689; email, Barbara_Morrissey@blm.gov

Signed by:
Linda D. Sedbrook
Director, NHRMC

Authenticated by:
Luron Porter
Staff Assistant

2 Attachments

- 1 – Bureau of Land Management Competitive Areas (1 pg)
- 2 – Personnel Bulletin No. 99-4 (1 pg)

Distribution

ST-150, BLM Library
HR-200

Bureau of Land Management Competitive Areas

- All positions in the Senior Executive Service, regardless of organizational assignment and geographic location
- All positions in the headquarters organization, regardless of geographic location
- All positions in the National Science and Technology Center, Denver, Colorado
- All positions in the National Business Center, Denver, Colorado
- All positions in the National Human Resources Management Center, Denver, Colorado
- All positions in the National Information Resources Management Center, Denver, Colorado
- All positions in the National Interagency Fire Center, regardless of geographic location
- All positions in the National Training Center, regardless of geographic location
- Each State Office is a separate competitive area. Each District Office, Area Office, or equivalent Field Office is a separate competitive area except where a State Office, District Office, Area Office, Field Office, or other organizational entity is located in the same commuting area and are under the management of the same State Director, those Offices constitute one competitive area.



United States Department of the Interior

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Washington, D.C. 20240

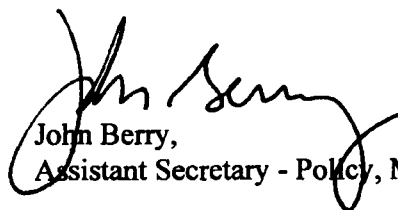
FEB 18 1999

PERSONNEL BULLETIN NO. 99-4 (351)

SUBJECT: Consultation in Reduction in Force

During the last few years program changes, downsizing and streamlining have led to reductions in force (RIF) in many bureaus. In the course of defending the Department in employee appeals to the Merit Systems Protection Board, the Office of the Solicitor has observed that defense of the appeals has been easier when they had the opportunity to review the "bona fides" of the RIFs before actions were taken. RIFs are typically vulnerable to questions by complainants about the acceptable reasons for conducting RIF (5 CFR 351.201(a)(2)), the applicability of transfer of function procedures (5 CFR 351.301), and the definition of competitive areas (5 CFR 351.402). The Office of the Solicitor's assistance in overcoming such questions has been very valuable.

Bureaus and offices must consult with the Office of the Solicitor as early as possible in the RIF planning process, but at least 30 days prior to the issuance of specific RIF notices. The Office of the Solicitor will work with bureau and office RIF planners to ensure that proposed RIF actions are legally defensible. The requirement of this bulletin will remain in effect until further notice.



John Berry,
Assistant Secretary - Policy, Management and Budget

INQUIRIES: Carl Wallace, Office of Personnel Policy, 202-208-5284.